

**POLICE AND FIRE**  
**COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

**Section I: Agreement Details**

Public Employer: Township of Aberdeen County: Monmouth ☒  
Employee Organization: Aberdeen Township Administrative Officers Association Employees in Unit: 3  
Base Year Contract Term: 1/1/2010 12/31/2012 New Contract Term 1/1/2013 12/31/2015  
Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

**Section II: Statutory Definition of Base Salary**

**N.J.S.A. 34:13A-16.7(a):** Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$399,881		\$399,881	
Increment .....		N/A		N/A
Longevity .....				
<b>Section IV: Additional Costs</b> List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 ..... Education	\$9,500		\$9,500	
Item 2 ..... Stipend			\$3,000	
Item 3 .....				
Item 4 .....				
Item 5 .....				
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet Additional Items				
<b>Section V: Totals - Sum of costs in each column</b>	\$409,381 (Total Economic) Section III & IV	(Total Non-salary Economic)	\$412,381 (Total Economic) Section III & IV	(Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

**NEW AGREEMENT ANALYSIS**

Total Economic Base Year (previous agreement) \$409,381

Effective Date (m/d/yyyy)	1/1/2013	1/1/2014	1/1/2015		
Percent Increase .....	0%	3%	3%		
Actual dollar increase .....		\$12,371	\$12,742		
Total Economic Costs (successor agreement) .....	\$412,381	\$424,752	\$437,494		

**Section VII: Impact of Settlement - average annual increase over term of agreement**

Percentage Impact (average per year over term of agreement) 2%  
Dollar Impact (average per year over term of agreement) \$8,371

**Section VIII**

Medical Costs	Base Year	Year 1			
Cost of Health Plan .....	\$83,412	\$77,832			
Employee Contributions .....	\$6,141	\$5,352			
Prescription .....					
Dental .....					
Vision .....					

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

**Section IX**

Prepared by: Carol Kozma Title: Principal Clerk  
Print Name  
Carol Kozma  
Signature  
Date: 5/11/2016

## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2010 thru 1/1/2013.

Employer: Township of Aberdeen

County: Monmouth ☐

Date: 5/11/2016

Name: Carol Kozma  
Print Name

Title: Principal Clerk  
Carol Kozma  
Signature